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Lawrence Ufsd And Local 237
(Teamsters Long Island Div)

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AGREEMENT BETWEEN THE LAWRENCE PUBLIC SCHOOLS

AND

LOCAL 237 TEAMSTERS LONG ISLAND DIVISION

JULY 1, 1997 through JUNE 30, 2001

314

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ARTICLE I

A. RECOGNITION

The Board of Education recognizes Local 237 Teamsters Long Island Division ("L.237") as the exclusive representative for all full and part-time employees in the unit for the purpose of collective negotiations and administration of grievances which may arise from this Agreement. The unit shall include cleaners, custodians, maintenance foremen, maintenance helpers, maintenance and grounds personnel, registered nurses, duplicating machine supervisors, duplicating machine operators, school monitors, parking field attendants-cleaners, computer aides, bus attendants, security aides, supervisory aides, teacher aides, a.v. and computer technicians, a.v. helpers, custodian/bus drivers, cafeteria personnel, motor vehicle operator, cleaner/attendant, personal computer support technician, clerical aide/p.h., computer laboratory assistant and computer laboratory technician. The unit shall exclude per diem substitute personnel and any positions designated by the District as administrative or supervisory, including head custodians, assistant head custodians, maintenance supervisors, night supervisors, grounds crew supervisors, and the clerk of the works.

Such recognition by the Board of Education shall extend for the maximum period permitted by law.

B. NEGOTIATIONS

1. Opening Negotiations

All issues proposed for discussion shall be submitted in writing by L. 237 to the Board, or its delegated representatives, at the first meeting. The Board shall submit in writing to L. 237 all additional issues upon which it wishes to negotiate no later than the second meeting.

2. Committee Reports

The parties agree that during the period of negotiations and prior to reaching an agreement to be submitted to the Board and unit employees, the proceedings of the negotiations shall be kept confidential and shall not be released to anyone unless such an issuance has the prior approval of both parties.

3. Reaching Agreement

When consensus is reached by the two negotiation teams covering the areas under discussion, a written Stipulation of Agreement shall be prepared and submitted to L. 237 for ratification by unit members and to the Board of Education for approval. The Board of Education shall take formal action no later than sixty (60) days after receiving written notification of ratification by the unit members.

4. Distribution of Agreement

Copies of the final Agreement will be forwarded to the President of the unit for distribution to unit members.

ARTICLE II -- STRIKE PROHIBITION

L. 237 affirms that it does not assert the right to strike or engage in a concerted work stoppage against any government, to assist or participate in any such strike, or to impose an obligation to conduct, assist or participate in such a strike in accordance with the provisions of the Taylor Law.

ARTICLE III -- DUES DEDUCTIONS AND AGENCY FEE

A. DUES DEDUCTIONS

1. The District agrees to deduct dues from the salaries of unit employees for L.237 as said employees individually and voluntarily authorize the District to deduct and to transmit the monies promptly to L.237. Employee authorizations shall be in writing on a form provided by the District.
2. L.237 shall certify to the District in writing the current rates of any dues to be deducted. The District shall be given thirty (30) days written notice prior to the effective date of any change in the rate of membership dues.
3. Deductions referred to in Section A-1 above shall be made in the following manner:

No later than August 1, L.237 shall provide the District with a list and the original signed dues authorization cards of those employees who voluntarily authorize the District to deduct dues.

No later than October 1, L.237 shall provide the District with a supplemental list and the original signed dues authorization cards of those additional employees who voluntarily authorized the District to deduct dues.

The total annual membership dues, as certified, shall be deducted in equal dollar installments for the school year not later than forty-five (45) days following the respective dates of August 1 and October 1.

4. The District shall transmit all dues collected to L.237 monthly.

B. AGENCY FEE

1. The District agrees to deduct any agency fee from the salaries of non-member unit employees for L.237 and to transmit such monies to L.237.
2. Deductions referred to in Section B-1 above shall be made in the following manner: No later than October 1, L.237 shall forward to the District a list of non-member unit employees for whom an agency fee is to be deducted. An agency fee in the amount equivalent to the membership dues, as certified, shall be deducted in equal dollar installments for the school year not later than forty-five (45) days following October 1.
3. The District shall transmit all agency fees collected to L.237 monthly.

ARTICLE IV

A. SALARIES AND OTHER COMPENSATION

1. The salary schedule for 1997-98 is reflected in attached Schedule A, and includes an increase of 2.5% per annum in the Salary Schedule effective January 1, 1997 through June 30, 1997.

2. Effective July 1, 1998, the 1997-98 salary schedule will be increased by an additional 2.5% computed on the January 1, 1997 through June 30, 1997 salary schedule and added to the 1997-98 salary schedule as reflected in the attached Schedule B.
3. Effective July 1, 1999, the 1998-1999 salary schedule will be increased by 2.75% as reflected in the attached Schedule C.
4. Effective July 1, 2000, the 1999-2000 salary schedule will be increased by 3% as reflected in the attached Schedule D.
5. As of July 1, 1999, all persons in the title "Registered Nurse" hired after July 1, 1986 shall be permitted to advance up to and including Step 10 of the salary schedules on the same basis as all other job titles with one step advancement each July 1st of the contract term thereafter remaining and subject to all other requirements therefor.
6. The annual salary steps are established effective July 1 of each year of the contract. To be eligible to advance beyond the initial step, an employee must have been hired prior to January 1.
7. Salary payments will be made at twice monthly intervals in accordance with the schedule of salary payments established by the Business Office. A copy of this schedule will be distributed to all members of the unit at the beginning of each school year. As soon as technically feasible, direct deposit of salary payments shall be made available to all unit members on a voluntary basis.
8. When a regular employee substitutes for another employee who is absent, the number of hours of work for which he/she is to be paid shall be determined in advance by the principal in consultation with the head custodian at no less than four (4) hours.
9. When a full-time employee is promoted to a higher classification, he/she shall be placed on the same salary step of the schedule covering the new position as called for by his/her previous schedule.

10. Members of the unit who are required to work on Sundays or days designated as holidays will be compensated at twice their normal hourly rate, if the hours of work are in excess of forty (40) during any one week. This applies only when a person is performing work of the type he/she would normally be expected to perform during his/her regular working hours.
11. If an employee is called at home and requested to work during a time that he/she would normally be off, he/she will be guaranteed a minimum of three (3) hours' work.
12. Any individual employee required to work on days when school has been canceled because of snowfall, hurricane, or similar emergency, and school is closed to all other employees will, in addition to receiving his/her regular wages, be entitled to one (1) additional vacation day for each full day worked.
13. When it is necessary to assign employees on an overtime basis in a particular building, the employees regularly assigned to that building will be given first preference. Equitable division of work shall be substantiated through maintenance of an overtime log to be supplied by the District.
14. After July 1, 1986, individuals newly employed in the title "cook" shall not advance beyond step 7 of the appropriate salary schedule for the respective title.
15. A full range of IRS section 25 benefits shall be made available to all unit members on a voluntary basis.

B. LONGEVITIES

Longevity increments shall be paid to full-time employees as follows: \$550 after the completion of 19 continuous years of full-time service and an additional \$550 after the completion of 24 continuous years of full-time service, to be payable in equal installments commencing with the first day of July following the employee's anniversary date of eligibility.

Longevity increments shall be paid to other employees as follows: \$250 after the completion of 19 continuous years of service and an additional \$150 after the completion of 24 continuous years of service, payable as a lump sum in the first paycheck in July following the employee's anniversary date of eligibility.

C. IN-SERVICE

Unit members who attend in-service courses at a time other than their regular workday shall be compensated at the rate of \$10.00 per hour, provided that they have submitted an application to attend such course(s) in writing and in advance, and provided that such application is approved in advance of the commencement of the course(s) by the District.

D. CHAPERONE/SUPERVISOR PAY

Any unit member who works at non-union duties as a chaperone/supervisor after the normal work day shall be compensated in the same amount as that which is paid to LTA members.

ARTICLE V -- RESPONSIBILITIES AND DUTIES OF EMPLOYEES

A. ATTENDANCE

1. Employees will give their immediate supervisor, or a person designated by the Central Office, as much advance notice as possible in the event that they must be absent from work or will be reporting in late.
2. The use of the time-clock to record attendance, regular working hours and overtime is vital to the maintenance of accurate records. Punching another person's time-card will result in immediate suspension without pay and disciplinary action against the employee involved. An exception may be granted by the building principal or Supervisor of Plant Operations permitting the head custodian, assistant head custodian, or maintenance foreman to punch the time-card of an employee whose duties require that he/she is out of the District at the time when the card would normally be punched.
3. All members of the unit who leave the building in which they are assigned during regular working

hours (including lunch hour) must punch their time-card OUT and IN. The only exception will be when they are on official school business.

4. In the event that a fire occurs while a custodian/cleaner volunteer fireman is on duty, the following procedures should be followed by the custodian:

(a) Report to the head custodian that a fire emergency exists.

(b) Request his permission to leave the building.

(c) The head custodian of the building or the assistant night head custodian shall determine if the custodian can leave the building so that adequate coverage will be maintained in his absence.

(d) Report to the head custodian or assistant head custodian immediately upon return to the building.

(e) Punch-out and punch-in will not be required in a fire emergency.

(f) In no case will a building be left completely uncovered. (Example: Two firemen in a school on same shift - only one may leave).

5. Attendance Bonus

Any full-time 12-month unit member who has no absences due to illness, family illness or personal obligations for an entire work year shall be paid a bonus of \$550 at the end of the year. Any such unit member who has only one such absence, shall be paid a bonus of \$400, and any such unit member who has only two such absences shall be paid a bonus of \$350. Bonuses for full-time 10-month unit members shall be paid on these same terms; provided, however, that the amounts shall be \$300, \$225, \$200, respectively.

B. PHYSICAL EXAMINATIONS

For the protection of the individual, the unit members, the students and the community in the operation of this Agreement and in accordance with the recommendations of the State Department of Education:

1. Each employee shall receive a complete physical examination, including a skin test for tuberculosis, and submit the results of such examination to the Superintendent of Schools on a form provided by the District prior to the first day of employment. The method used for tuberculin skin testing is the Mantoux technique.
2. A new employee may substitute documentation of the results of a previous tuberculin skin test if this test was performed within the six months prior to the date of presentation and the result was a negative reaction.
3. All persons with a positive tuberculin skin test reaction who have not taken or do not choose to take preventive therapy as prescribed shall be x-rayed annually for two years and thereafter as determined by the school physician.
4. All persons with negative tuberculin skin test reactions, as well as those with positive reactions who have completed an adequate course of preventive therapy, are exempt from routine periodic tuberculin tests.
5. Subsequent tuberculin tests shall only be required when part of an outbreak control procedure if recommended or required by the local Department of Health in response to identification of a proven, active case of tuberculosis.
6. In the event that an employee does not desire to have the physical examination referred to in C-1 or C-3 above performed by his/her family physician, the examination will be performed by a school physician at District expense.
7. In accordance with State Education Law and notwithstanding the above, the Superintendent may require an examination of an employee by a school-

appointed medical inspector.

8. A written appeal may be made to the Superintendent of Schools through building principals for some exceptions to the above regulations.
9. Notwithstanding any portion of this Agreement, members of the school lunch staff shall be required to receive a complete physical examination, including a Mantoux test, between July 1 and August 31 of each school year and submit the results of such examination to the School Lunch Manager.
10. All employees in the unit shall be expected to meet the deadline regarding physical examinations. Sick leave privileges will be suspended for all employees neglecting to meet this deadline. Upon compliance, such privileges will be reinstated.

ARTICLE VI -- WORKDAY, WORKWEEK AND WORKYEAR

A. WORKDAY

1. Full-time employees who work any shift which starts between 6:00 a.m. and 12:00 noon will be entitled to one hour for lunch. The minimum number of hours per day of work will be eight (8) for this shift.
2. Full-time employees who start work between noontime and 6:00 a.m. shall work seven-and-one-half (7 ½) hours per day for which they will receive eight hours pay. They will be entitled to one-half hour for lunch, which time must be spent in the building.

B. WORKWEEK

1. The workweek for full-time employees shall be forty (40) hours, excluding lunch hours.
2. The workweek for the a.v. and computer technician, duplicating machine operator and the district mail person shall be thirty-five (35) hours, excluding lunch hours.
3. The workweek for supervisory aides and computer aides shall be forty (40) hours a week including a forty (40) minute daily lunch period.

4. The workweek for the a.v. helper shall be forty (40) hours a week, including an hour for lunch each day.
5. The workweek for school nurses shall be thirty-five (35) hours a week including a forty (40) minute daily lunch period.
6. A fifteen minute break shall be provided for any school nurse whose schedule does not permit assignment of a lunch hour within the first four hours of the workday.

C. WORKYEAR

Position	Work Year	Annual Schedule
Custodians	12 months	July 1 - June 30
Cleaners	12 months	July 1 - June 30
Maintenance & Grounds Staff	12 months	July 1 - June 30
A.V. and Computer Technicians	12 months	July 1 - June 30
A.V. Helpers	10 months	Sept 1 - June 30
Duplicating Machine Operators	12 months	July 1 - June 30
Duplicating Machine Supervisors	12 months	July 1 - June 30
Parking Field/ Attendant Cleaners	12 months	July 1 - June 30
Supervisory Aides (FT/PT)	10 months	Sept 1 - June 30
Personal Computer Support Technician	12 months	July 1 - June 30
Maintenance Helpers	12 months	July 1 - June 30
Security Aides	12 months	July 1 - June 30
Computer Aides	10 months	Sept 1 - June 30

Position	Work Year	Annual Schedule
Teacher Aides* P.T. Salaried	10 months	Sept 1 - Teacher Work Year
P.T. Hourly	10 months	Teacher Work Year No less than 180 days
Monitors P.T. Salaried	10 months	Sept 1 - Last day for Teachers
P.T. Hourly	10 months	Teacher Work Year No less than 180 days
Registered Nurses	10 months	Teacher Work Year
Cafeteria Staff F.T. and P.T. Salaried	10 months	Sept 1 - Last day for Teachers
PT Hourly	10 months	No less than 180 days
Bus Attendants**	10 months	To be determined by District

* Teacher aides whose salaries are covered by source(s) other than General Fund will have their annual work schedule determined by District.

** Attendants will be required to attend a maximum of three meetings a year which may be called by the Business Office.

ARTICLE VII -- ABSENCE WITHOUT LOSS OF PAY (Does not apply to employees who work four hours or less per day and are paid by the hour.)

A. ELIGIBILITY

1. Each member of the unit classified as a ten-month employee shall be entitled during each year of active service in the District to thirteen (13) days absence with full salary for the purpose of meeting personal illnesses or obligations. These thirteen days per year may be accumulated, if not used, to a maximum of 245 days.
2. Each member of the unit classified as a twelve-month employee shall be entitled during each year of active

service in the District to fifteen (15) days absence with full salary for the purpose of meeting personal illnesses or obligations. These fifteen days per year may be accumulated, if not used, to a maximum of 265 days.

3. Ten-month school nurse employees shall be entitled during each year of active service in the District to fifteen (15) days absence with full salary for the purpose of meeting personal illnesses or obligations. These fifteen (15) days per year may be accumulated, if not used, to a maximum of 265 days.
4. Each member of the unit classified as a part-time hourly worker shall be entitled during each year of active service in the District to two (2) personal days with full salary equal to the employee's hourly pay for the scheduled workday, for the purpose of meeting personal obligations.
 - (a) Personal days may be accumulated.
 - (b) There is no limit to the number of days that can be accumulated.
 - (c) A personal day is equivalent to a day's absence no matter how many hours worked in a day. Example: a 5-hour worker who becomes a 3-hour worker is still entitled to one day off - number of hours worked do not affect a day off.
 - (d) In order to be eligible for a paid personal day, an employee must have been hired on or before September 15 of the school year in which the day is to be taken.

B. USE

The days accumulated may be used for the following purposes within the limitations stated:

1. For personal illness - up to the total number of accumulated days as needed.
2. During any one school year, a member of the unit may use up to a maximum of twelve (12) days of his/her accumulated sick leave for serious illness or death in the immediate family. The immediate family is hereby defined as sibling, child, spouse, parent or parent-in-

law. In the event of a serious illness or death of other members of the family, the employee shall be granted a maximum of three (3) days absence for each such occurrence.

3. Days of absence of a personal nature to meet obligations which cannot be met at times other than during a school day -- up to three (3) days per year.
4. Days for observance of religious holidays listed by the Commissioner of Education as days of religious observance for pupils -- as required by the individual's religious persuasion - maximum of three (3) days.

C. PROCEDURES

1. Requirements governing the various leaves above:
 - (a) An employee must file a request with the building principal or immediate supervisor on a form provided by the principal's office or the immediate supervisor at least two (2) days in advance for all personal leaves, except in an emergency.
 - (b) An employee must notify the principal or immediate supervisor in writing at the beginning of the school year of all the religious holidays he/she plans to observe during that school year.
 - (c) All days of absence not covered in this Agreement will result in a salary deduction at the following rates:
 - (1) 10-month Employees -- 1/200th of annual salary for each day of unexcused absence.
 - (2) 12-month Employees -- 1/240th of annual salary for each day of unexcused absence.
 - (d) When an employee is absent for illness for more than five (5) consecutive days, or if there is a recurring illness, then the Board of Education may require an examination by a school physician, at the expense of the District, in order to determine the nature of illness and ability of the employee to perform his/her duties. In lieu of an

examination by the school physician, the employee may, at his/her own expense, obtain a certification from the individual's physician, subject to review by the school physician.

2. An employee requesting a personal leave day shall do so on the form provided by the building principal or his/her immediate supervisor.
 - (a) Days of absence of a personal nature to meet obligations which cannot be met at times other than during a school day -- up to three (3) days per school year.
 - (b) Days of "a personal nature" are for personal business and for personal obligations such as:
 - (1) Legal matters, including house closings, income tax hearings, adoption proceedings, court appearances, probating wills, and the like.
 - (2) Ceremonies such as family weddings, graduations and religious exercises.
 - (3) Moving.
 - (4) Emergency family accidents, doctor or hospital visits.
 - (5) Funerals of relatives other than immediate family.
 - (c) Days of a personal nature may not be used for purposes of political involvement, for community affairs, for social causes, or the like.
 - (d) For any personal leave, a request must be filed with the building principal or the immediate supervisor at least two days in advance on a form provided by the District.
 - (e) In filing the District request form for personal leave, the unit member is required to state reasons:
 - (1) When personal leave is requested for a day or days immediately preceding or following school holidays or vacations involving fewer than four calendar days, approval will be granted if the purpose of the personal leave is consistent with the reasons set forth above.

- (2) Principals or the immediate supervisor may not approve any request for personal leave when personal leave is requested for a day or days during the three-day period preceding or following school holidays or vacations involving four or more calendar days or the summer vacation. All such requests shall be reviewed by the unit member's immediate supervisor and the Superintendent, with approval granted only at the discretion of the Superintendent of Schools.

D. ADDITIONAL PROTECTION

In the case of an employee using all accumulated days of leave and still being out with long-term illness or disability, the employee shall, once during the term of the Agreement, be entitled to receive the difference between his/her pay and that paid to a substitute replacing him/her, up to ninety (90) working days. To be eligible for this protection, the employee will be required to submit evidence of long-term illness or disability from his/her physician, deemed acceptable to the District. Should the employee choose to use the school physician appointed by the District, such expense shall be borne by the District.

E. JURY DUTY

An employee who serves as a juror will receive full salary during the period of actual jury service provided. Days of such absence are not to be counted against sick leave or personal days.

F. VACATIONS (12-Month Employees)

1. During the first year of employment an employee will be entitled to vacation days to be taken during the following July and August as follows:

EMPLOYMENT DATE	NO. OF VACATION DAYS
July or August	10
September	9
October	8
November	7
December	6
January	5
February	4

EMPLOYMENT DATE	NO. OF VACATION DAYS
March	3
April	2
May	1

2. Unit members whose initial employment date is between July 1 and December 31 of any school year will be credited with two full years of service with respect to computing vacation days after completion of the full school year following the school year during which he/she was employed.

Unit members whose initial employment date is between January 1 and June 30 of any school year will be credited with one full year of service with respect to computing vacation days after completion of the full school year following the school year during which he/she was employed.

3. Vacations for employees who are credited with one or more full years of service will be as follows:

No. of Days Vacation	No. Of Years Service Completed
10	1 through 4
15	5 through 8
20	9 or more

4. Employees entitled to a vacation must submit their requests in writing to their building principal or immediate supervisor on or before May 15th of each year. It is required that vacations will be taken during the months of July or August. Requests for vacations at any other time than July and August must have the approval of the head custodian, building principal and the Assistant Superintendent for Business. Consideration will be made to grant the summer vacation time requested by each employee.

G. PAID HOLIDAYS

1. Twelve-Month (12) Salaried Employees -- When during the course of a school year, the following holidays fall on a Monday, Tuesday, Wednesday, Thursday or Friday, they shall be holidays with pay:

Independence Day	Thanksgiving Day	Good Friday
Labor Day	Christmas Day	Memorial Day
Columbus Day	New Year's Day	
Veteran's Day	Martin Luther King Day	

In the event that the number of holidays in any one year does not total fifteen (15) from the above list, the Superintendent of Schools or his designated representative shall meet with L.237 and choose other days that will not interfere with the orderly operation of the school program as school holidays. The total number of such paid holidays shall be fifteen (15).

2. Ten-Month (10) Salaried Employees will be entitled to full pay for Labor Day and all school holidays and recess periods in accordance with the official annual school calendar.
3. Holiday and Summer Schedule

All persons employed by the District after July 1, 1986, and covered by this Agreement, shall be required to work daytime schedules on holidays and recess periods, except as authorized by the Assistant Superintendent for Business.

ARTICLE VIII -- ABSENCE WITH LOSS OF PAY

A. CHILD CARE LEAVE

As an alternative to use of sick leave, upon written request submitted at least ninety (90) days before such leave would commence, full- and part-time unit members will be granted a leave of absence, without pay, not to exceed two (2) years duration, for the care of a newly born infant or adopted child. The time on leave shall not apply to any longevity career increment calculations, nor shall the unit member be entitled to retirement credit during the time on leave.

Such leave shall be without pay or other employee benefits, except that unit members may, at their own cost and expense, continue as enrolled members of the District's health insurance plan. Such leave shall terminate at the beginning of the school year, provided, however, that if a unit member desires to return from a child care leave before such leave is scheduled to terminate, the unit member may make such request in writing to the Superintendent of Schools, provided such

request is submitted no later than March 1 of the school year immediately prior to the beginning of the school year when such leave was scheduled to terminate. All requests for early return are subject to approval by the Board of Education, upon the recommendation of the Superintendent of Schools.

B. TEMPORARY LEAVES OF ABSENCE

Any salaried employee may make a written request for a leave of absence without pay for a period of time not to exceed one year. Such leaves may be granted when there are special personal situations which fully involve the employee, but are not permanent in nature, or where special conditions or opportunities require specific time arrangements by the employee. All applications are subject to the approval of the Superintendent of Schools and the Board of Education. All requests for a leave of absence shall be submitted not later than ninety (90) days prior to the commencement date of such leave. In the event of an emergency situation, this prior notice requirement may be waived by the Superintendent. The commencement and expiration date of any approved leave of absence shall be fixed by the Board of Education.

Any individual on leave will be responsible for the full payment of premiums or other obligations for fringe benefits to which he/she is entitled. He/She is not entitled to retirement credit, nor is he/she eligible for coverage under the District's insurance benefit programs except for health insurance, which he/she may continue by paying the full premium himself/herself. Not later than ninety (90) days prior to the expiration date of a leave of absence, the employee shall submit a letter to the Superintendent's Office indicating his/her intention to return or announcing his/her resignation as an employee.

ARTICLE IX -- EMPLOYEE BENEFITS

A. LATERAL TRANSFER AND PROMOTION

1. Members of the unit who wish to be considered for lateral transfer shall notify the Superintendent or his designee in writing, of such fact. This request shall be kept on file and when an opportunity for such lateral transfer exists, the individual shall be notified. If, at that time, the individual still wishes to be considered for lateral transfer, an interview shall be conducted by the appropriate administrator or supervisor involved. Final determination as to whether or not this transfer shall be

granted shall rest with the administrator or supervisor to whom this person reports, upon the approval of the Superintendent of Schools or his designee.

2. When it is determined by the Superintendent or his designee that it is in the best interest of the District to transfer an employee to a similar position in another school or on a different shift, this transfer will be made without loss of Civil Service classification, seniority or salary. Prior to an involuntary transfer, they shall discuss the matter with the President of the unit indicating the reason for such transfer. L.237 shall receive written notice from the District regarding any vacancy that occurs within the unit.

B. RETIREMENT

Full-time salaried unit members who are eligible to retire under the NYS Employees' Retirement System will receive benefits upon retirement under one of the following two plans (Plan A, B) in accordance with the requirements set forth below. Benefit entitlements will be paid within thirty (30) days following the date of retirement. This provision will be waived for employees retiring due to medical reasons, upon recommendation of the school physician and the Superintendent of Schools.

PLAN A - A unit member retiring under this plan will receive the following benefits. Upon the retirement of any current full-time employee of the unit who is fifty-five (55) years of age prior to the close of the school year in which the retirement occurs, a lump sum payment will be made for all unused sick leave, up to a maximum of 200 days, at a percentage of the daily rate of pay during the last year of employment as follows:

- | | | |
|------------------|---|--|
| 20 years or more | - | maximum of 200 days X
50% daily rate of pay |
| 15 - 19 years | - | maximum of 200 days X
45% daily rate of pay |
| 10 - 14 years | - | maximum of 200 days X
35% daily rate of pay |

To qualify for this benefit, the employee must submit not later than ninety (90) days prior to the last day of service, a written statement of retirement under the NYS Employees'

Retirement System to take effect at the end of the school year.

PLAN B - A unit member retiring under this plan will receive the following benefits. Upon the retirement of any current full-time employee of the unit, a lump sum payment will be made for unused sick leave, up to a maximum of 100 days, at a percentage of the daily rate of pay during the last year of employment as follows:

20 years or more - maximum of 100 days X
50% daily rate of pay

15 - 19 years - maximum of 100 days X
45% daily rate of pay

10 - 14 years - maximum of 100 days X
35% daily rate of pay

To qualify for this benefit, an employee must submit no later than ninety (90) days prior to the last day of service a written statement of retirement under the NYS Employees' Retirement System to take effect at the end of the school year. This plan will be open to those employees who are not eligible for PLAN A above, and are at least fifty-five (55) years of age and meet the eligibility requirements of the NYS Employees' Retirement System.

Anyone hired before January 1, 1981 as a salaried part-time employee would be entitled to Article IX B. as long as their part-time work equaled a minimum full-time equivalent of 10 years or more.

Employees who have transferred from Local 237 to the Educational Secretaries' Association or from the Educational Secretaries' Association to Local 237 shall transfer any employment time, either full-time or part-time, during which they were earning sick days, on a full-time equivalent basis to be used in the calculation of the unused sick leave retirement payment clause as defined in Article IX B of the Local 237 Agreement and Article VII C. Of the Educational Secretaries' Association Agreement. However, substitute employment is not eligible for credit.

C HEALTH INSURANCE

1. The current insurance plan, or its equivalent, will be made available to unit members subject to regulations and

conditions established by the insurance carrier and the District. The District will pay 85% of the premium cost for the Empire Plus individual plan and 85% of the premium cost for the Empire Plus family plan. The same dollar amount District premium will apply for any eligible unit employee who elects to participate in an H.M.O. health insurance program offered by the District.

2. Bonus for Withdrawal - Members of the unit who withdraw from the District's plan during the life of the Agreement because of alternate comparable coverage shall receive \$1,200 if they were eligible for coverage under the family plan and \$700 if they were eligible for individual coverage, provided they remain uncovered under such plan for a period of twelve (12) consecutive months. Such payments shall be made at the end of the twelve (12) month period. Members who have withdrawn from the health insurance plan and receive the bonus may apply for re-entry effective January 1 of any year by notifying the Personnel Office no later than July 1 of the previous year and by filing re-entry papers no later than September 1 so that the waiting period will be completed by January 1, provided that such member may only re-enter the plan if he or she is no longer covered by the alternate comparable coverage. Re-entry shall be subject to insurance carrier rules and Internal Revenue Code Section 125 governing cafeteria plans. No member shall be eligible to withdraw for the purpose of earning the bonus without submission of proof, satisfactory to the District, of alternate comparable coverage.

D. LIFE INSURANCE

All full-time ten-or twelve-month members will have term life insurance coverage in the amount of \$15,000 This coverage applies only during the period of active employment. During the life of this Agreement, the District will make premium contributions for said coverage not exceeding \$.50 per \$1,000 per month.

E. DENTAL INSURANCE

The current group dental program, or its equivalent, will be made available to full-time unit members, subject to regulations and conditions established by the insurance carrier, if any, and the District. The District will pay 85% of the cost of the individual plan and 85% of the cost for the family plan. Effective July 1, 1992, the orthodontia limit

shall be increased to \$1,500. Patients currently at the maximum are eligible for the differential if treatment is ongoing.

Effective July 1, 1992, all part time members of this unit may elect to join the current group dental program provided that they pay 100% of the premium cost.

F. OPTICAL REIMBURSEMENT PLAN

A maximum reimbursement of \$75. per school year shall be paid to any full time member for the cost of either one eye exam and/or one pair of eye glasses and/or one pair of contact lenses for the employee.

G. UNIFORM AND SAFETY EQUIPMENT

1. Prior to School opening in each of the remaining three years, the District will provide uniforms and work shoes to the custodial unit, parking field attendants and grounds staff, which must be worn when on duty. A labor/management committee shall be established to discuss a uniform schedule which may be modified by mutual consent.

Use of safety equipment shall be required when performing hazardous tasks. Appropriate safety equipment shall be provided by the District.

2. The District will provide uniforms for cafeteria employees on an annual basis. Uniforms must be worn when employees are on duty.
3. In instances where uniforms are provided to employees of the unit, an advisory committee shall be formed having four members (one district, three unit) to make recommendations to the Assistant Superintendent for Business prior to the purchase of such uniforms and to assure that such uniforms are provided in a timely manner.

H. TAX-SHELTERED ANNUITY

1. Full-time members (those working twelve or ten months a year) of the unit will be eligible to join a tax-sheltered annuity program in the District. The Board of Education will provide annuities for staff members in accordance with provisions of section 403 (B) of the

Internal Revenue Code of 1954 as amended. Applications from staff members for agreement with the District for reductions in contract salary will be submitted to and approved by the Assistant Superintendent for Business. Such agreement will specify the reductions in contract salary desired by the individual staff member, the amount of such reduction to be remitted to the company specified by the employee for the purpose of purchasing a nonforfeitable annuity or annuity account qualifying for the purposes of Section 403 (B). Any company wishing to participate in the program must be licensed in the State of New York, sign a hold-harmless agreement provided by the Board of Education, have a minimum of ten (10) applications from members of the unit (approved by the company and accepted by the employee) and agree to provide a master monthly billing to the District.

2. L.237 shall have the responsibility of informing members of the unit of all information about the requirements for participation in this tax-sheltered annuity program.
3. Any individual joining any annuity plan must commit himself/herself to membership in that plan for no less than one calendar year. An employee who elects to discontinue contributions to a Tax-Sheltered Annuity Program will not be permitted to enter (reenter) a plan until January 1 of any year. The District will only accept changes in carrier or contribution rate effective for September 1 or January 1 of each year.
4. The District shall permit exercise of both its "catch up" or "year of separation from service" elections, as defined by Internal Revenue Service regulations, for employees who can substantiate their eligibility.
5. All applications and the completion of required forms must be submitted to the Payroll Department not later than thirty (30) days prior to the effective commencement of the annuity plan.

ARTICLE X - ATTENDANCE AT CONFERENCES FOR REGISTERED NURSES

- A. Each contract year the names of two (2) nurses will be submitted to the Superintendent from among the nurses desiring to attend a conference. Over a four (4) year period all registered nurses shall have the opportunity to attend one conference.

- B. Authorized absences for attendance at a conference shall be limited to two (2) work days per annum for each individual selected to attend.
- C. The conference/conferences to be attended are to be selected by the Superintendent from information supplied by nursing staff or supervisory personnel.
- D. Attendance at any conference shall be subject to the availability of substitute Registered Nursing staff to provide coverage in the affected school or schools.
- E. The District conference/visitation application shall be completed by the selected nurses, which must be submitted to the respective principal and forwarded to the Superintendent prior to the conference, subject to rules and regulations established by the District. If approved, the applicant will receive an instruction sheet and reimbursement claim form. Business expenses incurred within the limitations set forth in the District conference/visitation application will be fully reimbursable upon submission of the reimbursement form and the required supporting documents.
- F. Within five (5) days of returning from a conference, individuals are to submit a report of conference activities to the Superintendent. Such reports may be duplicated and distributed as appropriate to members of the Board of Education, the Administration, nurses and/or teaching staff so that they can benefit from the value received by individuals attending the conference.

ARTICLE XI - RIGHTS AND PRIVILEGES OF LOCAL 237

- A. L.237 may elect two representatives to serve on the District Calendar Committee in the development of a recommended calendar.
- B. Each employee has the right to examine all materials placed in his/her personnel file, with the exception of pre-employment materials. All pre-employment materials of a confidential nature shall be removed from the employee's personnel folder upon completion of the probationary period. Such materials shall be stored in a separate file to be maintained by the Director of Personnel. Pre-employment materials shall not be used for ongoing performance evaluations. Each employee may also add materials to his/her own folder.

- C. L.237 has the right to use the school facilities for L.237 meetings, subject to District regulations. Time in a workday during which an employee is excused by his/her supervisor to attend L.237 meeting, shall be made up at a time to be determined in the discretion of the employee's supervisor.
- D. There shall be a labor/management committee, to be comprised of equal numbers of representatives of the District and of L.237. The committee shall meet periodically to discuss matters of concern but shall not engage in collective negotiations. Within a reasonable time prior to the date(s) agreed upon for meeting(s), the party requesting the meeting shall provide a written agenda of item(s) to be discussed.
- E. A bulletin board and mailbox shall be provided by the District in each school building for the use of L.237.
- F. The District shall provide Computer Aides with computer lab telephones with the ability of outside dialing for information and maintenance.

ARTICLE XII -- GRIEVANCE PROCEDURE

A. PURPOSE

It is the declared objective of both parties to encourage the prompt and informal resolution of differences as they arise and before recourse to the formal procedures described herein.

B. DEFINITIONS

1. Grievance - shall mean any complaint of an alleged violation of any of the terms and conditions as set forth in this Agreement and applicable official Board of Education policies and regulations with respect to terms and conditions of employment.
2. Grievant - shall mean any employee represented by L.237 itself, or the Superintendent of Schools, any of whom shall be deemed an aggrieved party.
3. Immediate Supervisor - shall mean the person to whom the employee is directly responsible.

C. SUBMISSION OF GRIEVANCE

1. A grievance submitted by an employee shall not be processed beyond Stage III without the written approval of L.237.
2. The Superintendent of Schools shall present grievances to the President of the unit.
3. By joint written agreement of the parties, any or all of the steps in the procedure, prior to arbitration, may be omitted.
4. A grievance shall be deemed waived unless it is submitted formally within ten (10) working days after an aggrieved party knew or should have known of the events or condition on which it is based.
5. All grievances submitted in writing which are not resolved by June 30 shall be postponed until the following school semester.
6. An aggrieved party may be represented at any or all stages of the formal grievance procedure by representatives selected by the grievant or L.237, not to exceed a total of two (2).

D. PROCEDURES

Stage I (informal) Immediate Supervisor

A grievance shall be submitted to the immediate supervisor. The parties shall attempt to resolve the grievance informally at this level within five (5) school days.

Stage II (Formal) Immediate Supervisor

If the grievant is not satisfied with the response received at Stage I, or no response is received within five (5) school days, the grievant may within five (5) school days thereafter reduce the grievance to writing and submit same to the immediate supervisor. Such writing shall include the provision of this Agreement involved, the time when and the place where the alleged events or conditions constituting the grievance arose, and the proposed remedy sought. The party to whom such written grievance is submitted shall respond in

writing within five (5) school days after receipt of the grievance.

Stage III Superintendent of Schools

If the grievant is not satisfied with the response received at Stage II, or if no response is received within five (5) school days, the grievant may within five (5) school days thereafter submit a copy of his/her written grievance, together with any response received at Stage II, to the Superintendent of Schools. The Superintendent of Schools, or his designee, shall make a determination in regard to the grievance and transmit his/her written decision thereon to the grievant within fifteen (15) school days thereafter. In the course of deciding the grievance, the Superintendent of School, or his/her designee, may hold such meetings or conferences as he/she deems necessary.

Stage IV Arbitration

If not satisfied with the response received at Stage III, L.237 may within fifteen (15) school days thereafter submit the grievance to arbitration in accordance with the rules of the American Arbitration Association. The arbitrators shall issue a written determination and award to the parties not later than thirty (30) days from the close of the hearing(s). The award of the arbitrator shall set forth the findings of fact and conclusion. Where a grievance is limited to a dispute involving an alleged violation of a specific provision of this agreement, the opinion of the arbitrator shall be final and binding. In all other matters, the opinion of the arbitrator shall be advisory. The parties agree, however, to carefully consider the opinion of the arbitrator in determining the final disposition of the grievance under review. The arbitrator shall have no power to make any decision which requires the commission of an act prohibited by law or which is violative of the terms of the Agreement, nor shall he/she have the power to alter, add to or detract from the provisions of this Agreement. Those costs for the services of the arbitrator shall be borne equally by the parties.

Stage V

In the event that the award is advisory, the Board of Education shall, within twenty (20) working days after receiving the arbitrator's recommendation and the previous materials filed in this case, render its decision to both

parties. In the event the award is binding, any appeal is limited to review in a court of law.

ARTICLE XIII -- MISCELLANEOUS

- A. IT IS AGREED BY AND BETWEEN THE PARTIES THAT ANY PROVISION OF THIS AGREEMENT REQUIRING LEGISLATIVE ACTION TO PERMIT ITS IMPLEMENTATION BY AMENDMENT OF LAW, OR BY PROVIDING ADDITIONAL FUNDS THEREFORE, SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.
- B. Should any provision of this Agreement be found in violation of a federal, state or local law or ordinance by a court of competent jurisdiction, all other provisions of this Agreement shall remain in force and effect for the duration of this Agreement.
- C. This Agreement shall apply equally to all employees included within the unit and shall pertain to and bind each employee without regard to whether or not he/she is a member in good standing of L.237. The Board will not make individual agreements with any employee within the unit which is contrary to the terms of this Agreement.
- D. None of the subjects of this Agreement, or any other subject not covered by this Agreement, shall be open for negotiations during the life of this Agreement or the duration of its specific clauses, except that L. 237 shall have the right to reopen negotiations twelve (12) months from date hereof with respect to the following two (2) issues only and for no other purpose:
 - 1. Premium pay for security guards on holidays; and
 - 2. Personal/sick leave for part time personnel.
- E. The Board of Education reserves the right to switch from the current method of maintaining the grounds to contract grounds-keeping. Exercise of this provision shall not result in any reduction of the grounds maintenance workforce during the life of this Agreement.

ARTICLE XIV -- DURATION OF AGREEMENT

This Agreement shall become effective July 1, 1997 and shall remain in force until June 30, 2001.

BOARD OF EDUCATION OF THE LAWRENCE PUBLIC SCHOOLS

BY:

President

Date

1/20/98

LOCAL 237 TEAMSTERS LONG ISLAND DIVISION

BY:

Date

1/14/98

			LAWRENCE PUBLIC SCHOOLS					
LOCAL 237 SALARY SCHEDULES				7/1/97				
APPENDIX A				2.5%				
SCHEDULE A							COMP. LAB	
	MOTOR						TECH.,	
	VEH. OP.,						PER.COMP.	
	SEC.AIDE,						SUPPORT TECH.	
	PKG.FIELD		MAIN HELP.		DUP.MACH.		DUPLICATING	
	ATTENDANT		GRNDSPERSON		OPERATOR,		MACHINE	
	CLEANER		CUSTODIAN		MAINTAINER		SUPERVISOR	
////////////////	////////////////	////////////////	////////////////	////////////////	////////////////	////////////////	////////////////	
STEP								
E	22051		25546		27496		26286	
O	23051		26546		28496		27286	
1	24051		27546		29496		28286	
2	25340		28855		30796		33028	
3	26630		30149		32099		34353	
4	27925		31451		33412		35652	
5	29215		32752		34712		36948	
6	30500		34048		36009		38249	
7	31788		35361		37310		39557	
8	33090		36656		38611		40853	
9	34410		37959		39914		42160	
10	35671		39260		41219		43456	
11	36962		40572		42516		44758	
12	38249		41863		43818		46058	
13	39546		43181		45125		47359	
14	40835		44477		46418		48672	
15	42109		45783		47738		49986	

LAWRENCE PUBLIC SCHOOLS														
LOCAL 237 SALARY SCHEDULES										7/1/97				
APPENDIX A										2.5% on 96/97				
SCHEDULE A														
BUS.ATTN.										COMP.LAB.				
PT.TCHR. AIDE										ASST.				
SCHOOL MON.										FULL TIME				
NURSES										MAIL RM. ASST				
(10 MON.)										(Clerical				
(10 MON.)										Aide P.H.)				
(12 MON.)										F.S.HELPERS				
(10 MON.)										LUN.AIDES				
(10 MON.)										BUS.ATTN.				
(10 MON.)										AIDES				
STEP														
E			28029		32731		23569							
O			29029		33731		24569							
1	8319		30029		34731		25569		23425	5.17		8.70		9.84
2	8903		31370		36325		26933		24674	5.25		9.14		10.33
3	9516		32729		37912		28291		25907	5.33		9.46		10.50
4	10108		34048		39482		29623		27139	5.41		9.84		10.88
5	10703		35395		41060		30981		28361	5.50		10.33		11.20
6	11282		36754		42631		31601		28928	5.58		10.55		11.42
7	11908		38095		44212									
8	12499		39432		45788									
9	13077		40790		47371									
10	13678		42132		48959									
11	14287		43479		50519									
12	14884		44825		52107									
13	15480		46734		53683									
14	16069		47492		55261									
15	16523				56842									
*HEAD AIDE RECEIVES ADDITIONAL \$.50 PER HOUR														
ALL PERSONS IN THE TITLE OF 'REGISTERED NURSE' HIRED AFTER JULY 1, 1986														
SHALL NOT ADVANCE BEYOND STEP 7 OF THE SCHEDULE FOR THAT TITLE														

			LAWRENCE PUBLIC SCHOOLS					
LOCAL 237 SALARY SCHEDULES					7/1/97			
APPENDIX A					2.5% on 96/97			
SCHEDULE A								
	PART TIME;		FULL TIME:					
	FOOD SERV.		FOOD SERV.		BAKER			
	HLPR,CASHER		HELPER		ASST.COOK		COOK	
	(10 MON.)		(10 MON.)		(10 MON.)		(10 MON.)	
<div style="border: 1px solid black; height: 15px; width: 100%;"></div>								
STEP								
1	8319		16717		17399		25547	
2	8903		17824		18494		27009	
3	9516		18913		19590		28437	
4	10108		20019		20667		29829	
5	10703		21104		21762		31239	
6	11282		22204		22856		32648	
7	11908		23287		23934		34054	
8	12499		24383		25036		35481	
9	13077		25471		26130		36897	
10	13678		26561		27232		38312	
11	14287		27649		28307		39718	
12	14884		28745		29410		41128	
13	15480		29840		30500		42539	
14	16069		30569		31234		43393	
15	16488		31015		31686		43839	
ALL PERSONS IN THE TILE OF "COOK" HIRED AFTER JULY 1, 1986 SHALL NOT ADVANCE BEYOND STEP 7 OF THE SCHEDULE FOR THAT TITLE								

			LAWRENCE PUBLIC SCHOOLS				
LOCAL 237 SALARY SCHEDULES				7/1/98			
APPENDIX A				2.5% ON 96/97			
SCHEDULE B						COMP.	
	MOTOR					LAB.TECH	
	VEH. OP.,					PER.COMP.	
	SEC.AIDE,					SUPPORT TECH.	
	PKG.FIELD		MAIN HELP.		DUP.MACH.	DUPLICATING	
	ATTENDANT		GRNDSPERSON		OPERATOR,	MACHINE	
	CLEANER		CUSTODIAN		MAINTAINER	SUPERVISOR	
////////////////	////////////////	////////////////	////////////////	////////////////	////////////////	////////////////	
STEP							
E	22638		26218		28215		26976
O	23638		27218		29215		27976
1	24638		28218		30215		28976
2	25958		29559		31547		33834
3	27280		30884		32882		35191
4	28606		32218		34227		36522
5	29928		33551		35559		37849
6	31244		34878		36887		39182
7	32563		36223		38220		40522
8	33897		37550		39553		41849
9	35249		38885		40888		43188
10	36541		40218		42224		44516
11	37864		41562		43553		45850
12	39182		42884		44887		47181
13	40511		44234		46226		48514
14	41831		45562		47550		49859
15	43136		46900		48902		51205

LAWRENCE P UBLIC SCHOOLS														
LOCAL 237 SALARY SCHEDULES										CLEANER/ATTEND.,				
APPENDIX A										7/1/88				
SCHEDULE B										2.5% on 9/6/97				
BUS.ATTN.										COMP LAB				
PT.TCHR. AIDE										ASST.				
SCHOOL MON.										FULL TIME				
REG. NURSES										MAIL RM. ASST				
A.V. & COMP. TECHNICIAN										F.S.HELPERS				
A.V. HELPER										CASHIERS				
STEP (10 MON.)										LUN.AIDES				
(10 MON.)										BUS.ATTN.				
(10 MON.)										AIDES				
E			29761		33578		24193							
O			29761		34578		25193							
1	8522		30761		35578		26193		23996		5.30		8.91	10.08
2	9120		32135		37211		27590		25276		5.38		9.36	10.58
3	9748		33527		38837		28881		26539		5.46		9.69	10.76
4	10355		34878		40445		30346		27801		5.54		10.08	11.15
5	10964		36258		42061		31737		29053		5.63		10.58	11.47
6	11557		37650		43671		32372		29634		5.71		10.81	11.70
7	12198		39024		45290									
8	12804		40394		46905									
9	13396		41785		48526									
10	14012		43160		50153									
11	14635		44539		51751									
12	15247		45918		53378									
13	15858		47874		54992									
14	16461		48650		56609									
15	16926				58228									
*HEAD AIDE RECEIVES ADDITIONAL \$.50 PER HOUR														
ALL PERSONS IN THE TITLE OF 'REGISTERED NURSE' HIRED AFTER JULY 1, 1986 SHALL NOT ADVANCE BEYOND STEP 7 OF THE SCHEDULE FOR THAT TITLE														

			LAWRENCE PUBLIC SCHOOLS				
LOCAL 237 SALARY SCHEDULES					7/1/98		
APPENDIX A					2.5% on 96/97		
SCHEDULE B							
	PART TIME;		FULL TIME:				
	FOOD SERV.		FOOD SERV.		BAKER		
	HLPR,CASHER		HELPER		ASST.COOK		COOK
	(10 MON.)		(10 MON.)		(10 MON.)		(10 MON.)
//							

			LAWRENCE PUBLIC SCHOOLS					
LOCAL 237 SALARY SCHEDULES				7/1/99				
APPENDIX A				2.75% ON 98/99				
SCHEDULE C							COMP.	
	MOTOR						LAB.TECH	
	VEH. OP.,						PER.COMP.	
	SEC.AIDE,						SUPPORT TECH.	
	PKG.FIELD		MAIN HELP.		DUP.MACH.		DUPLICATING	
	ATTENDANT		GRNDSPERSON		OPERATOR,		MACHINE	
	CLEANER		CUSTODIAN		MAINTAINER		SUPERVISOR	
////////////////	////////////////	////////////////	////////////////	////////////////	////////////////	////////////////	////////////////	
STEP								
E	23261		26939		28991		27718	
O	24288		27966		30018		28745	
1	25316		28994		31046		29773	
2	26672		30372		32415		34764	
3	28030		31733		33786		36159	
4	29393		33104		35168		37526	
5	30751		34474		36537		38890	
6	32103		35837		37901		40260	
7	33458		37219		39271		41636	
8	34829		38583		40641		43000	
9	36218		39954		42012		44376	
10	37546		41324		43385		45740	
11	38905		42705		44751		47111	
12	40260		44063		46121		48478	
13	41625		45450		47497		49848	
14	42981		46815		48858		51230	
15	44322		48190		50247		52613	

LAWRENCE PUBLIC SCHOOLS														
LOCAL 237 SALARY SCHEDULES				7/1/89								CLEANER/ATTEND., HOURLY:		
APPENDIX A				2.75% on 88/89								PK.FIELD.ATT.		
SCHEDULE C												MONITORS		
BUS.ATTN.						COMP LAB ASST						CASHIERS		
PT.TCHR. AIDE				REG.		A.V. & COMP.		FULL TIME		MAIL RM. ASST		F.S.HELPERS		HOURLY
SCHOOL MON.				NURSES		TECHNICIAN		SUPV.AIDES		(Clerical Aide P.H.)		LUN.AIDES		TCHR.
STEP	(10 MON.)		(10 MON.)		(12 MON.)		(10 MON.)		(10 MON.)				BUS.ATTN.	AIDES
E			29552		34501		24858							
O			30579		35529		25886							
1	8756		31607		36556		26913		24656		5.45		9.16	10.36
2	9371		33019		38234		28349		25971		5.53		9.62	10.87
3	10016		34449		39905		29778		27269		5.61		9.96	11.06
4	10640		35837		41557		31181		28566		5.69		10.36	11.46
5	11266		37255		43218		32610		29852		5.78		10.87	11.79
6	11875		38685		44872		33262		30449		5.87		11.11	12.02
7	12533		40097		46535									
8	13156		41505		48195									
9	13764		42934		49860									
10	14397		44347		51532									
11	15037		45764		53174									
12	15666		47181		54846									
13	16294		49191		56504									
14	16914		49988		58166									
15	17391				59829									
*HEAD AIDE RECEIVES ADDITIONAL \$.50 PER HOUR														
ALL PERSONS IN THE TITLE OF 'REGISTERED NURSE' HIRED AFTER JULY 1, 1986 SHALL NOT ADVANCE BE YOND STEP 10 OF THE SCHEDULE FOR THAT TITLE														

			LAWRENCE PUBLIC SCHOOLS				
LOCAL 237 SALARY SCHEDULES					7/1/99		
APPENDIX A					2.75% on 98/99		
SCHEDULE C							
	PART TIME;		FULL TIME:				
	FOOD SERV.		FOOD SERV.		BAKER		
	HLPR,CASHER		HELPER		ASST.COOK		COOK
	(10 MON.)		(10 MON.)		(10 MON.)		(10 MON.)
////////////////////////////////////							
STEP							
1	8756		17596		18313		26890
2	9371		18761		19466		28429
3	10016		19907		20620		29932
4	10640		21071		21753		31397
5	11266		22214		22906		32881
6	11875		23372		24057		34364
7	12533		24511		25192		35844
8	13156		25665		26352		37346
9	13764		26810		27503		38836
10	14397		27957		28663		40325
11	15037		29102		29794		41806
12	15666		30256		30955		43290
13	16294		31409		32103		44775
14	16914		32176		32876		45673
15	17354		32645		33352		46143
ALL PERSONS IN THE TILE OF "COOK" HIRED AFTER JULY 1, 1986							
SHALL NOT ADVANCE BEYOND STEP 7 OF THE SCHEDULE FOR THAT TITLE							

			LAWRENCE PUBLIC SCHOOLS				
LOCAL 237 SALARY SCHEDULES				7/1/00			
APPENDIX A				3% ON 99/00			
SCHEDULE D							COMP.
	MOTOR						LAB.TECH
	VEH. OP.,						PER.COM
	SEC.AIDE,						SUPPORT
	PKG.FIELD		MAIN HELP.		DUP.MACH.		DUPLICAT
	ATTENDANT		GRNDSPERSON		OPERATOR,		MACHINE
	CLEANER		CUSTODIAN		MAINTAINER		SUPERVI
////////////////	////////////////	////////////////	////////////////	////////////////	////////////////	////////////////	////////////////
STEP							
E	23959		27747		29861		28550
O	25017		28805		30919		29607
1	26075		29864		31977		30666
2	27472		31283		33387		35807
3	28871		32685		34800		37244
4	30275		34097		36223		38652
5	31674		35508		37633		40057
6	33066		36912		39038		41468
7	34462		38336		40449		42885
8	35874		39740		41860		44290
9	37305		41153		43272		45707
10	38672		42564		44687		47112
11	40072		43986		46094		48524
12	41468		45385		47505		49932
13	42874		46814		48922		51343
14	44270		48219		50324		52767
15	45652		49636		51754		54191

LAWRENCE PUBLIC SCHOOLS															
LOCAL 237 SALARY SCHEDULES				7/1/00								CLEANER/ATTEND.			
APPENDIX A				3% on 99/00								HOURLY:			
SCHEDULE D												PK.FIELD.ATT.			
BUS.ATTN.								COMP LAB				MONITORS			
PT.TCHR. AIDE				REG.				A.V. & COMP.				ASST.			
SCHOOL MON.				NURSES				TECHNICIAN				COMP. AIDE			
(10 MON.)				(10 MON.)				(12 MON.)				(10 MON.)			
STEP												FULL TIME			
												MAIL RM. ASST			
												(Clerical Aide P.H.)			
												LUN.AIDES			
												BUS.ATTN.			
												TCHR. AIDES			
E				30439			35536			25604					
O				31496			36595			26663					
1	9019			32555			37653			27720	25396		5.61	9.43	10.67
2	9652			34010			39381			29199	26750		5.70	9.91	11.20
3	10316			35482			41102			30671	28087		5.78	10.26	11.39
4	10959			36912			42804			32116	29423		5.86	10.67	11.80
5	11604			38373			44515			33588	30748		5.95	11.20	12.14
6	12231			39846			46218			34260	31362		6.05	11.44	12.38
7	12909			41300			47931								
8	13551			42750			49641								
9	14177			44222			51356								
10	14829			45677			53078								
11	15488			47137			54769								
12	16136			48596			56491								
13	16783			50667			58199								
14	17421			51488			59911								
15	17913						61624								
*HEAD AIDE RECEIVES ADDITIONAL \$.50 PER HOUR															
ALL PERSONS IN THE TITLE OF 'REGISTERED NURSE' HIRED AFTER JULY 1, 1986 SHALL NOT ADVANCE BEYOND STEP 10 OF THE SCHEDULE FOR THAT TITLE															

			LAWRENCE PUBLIC SCHOOLS				
LOCAL 237 SALARY SCHEDULES					7/1/00		
APPENDIX A					3% on 99/00		
SCHEDULE D							
	PART TIME;		FULL TIME:				
	FOOD SERV.		FOOD SERV.		BAKER		
	HLPR,CASHER		HELPER		ASST.COOK		COOK
	(10 MON.)		(10 MON.)		(10 MON.)		(10 MON.)
////////////////////////////////////							
STEP							
1	9019		18124		18862		27697
2	9652		19324		20050		29282
3	10316		20504		21239		30830
4	10959		21703		22406		32339
5	11604		22880		23593		33867
6	12231		24073		24779		35395
7	12909		25246		25948		36919
8	13551		26435		27143		38466
9	14177		27614		28328		40001
10	14829		28796		29523		41535
11	15488		29975		30688		43060
12	16136		31164		31884		44589
13	16783		32351		33066		46118
14	17421		33141		33862		47043
15	17875		33624		34353		47527
ALL PERSONS IN THE TILE OF "COOK" HIRED AFTER JULY 1, 1986							
SHALL NOT ADVANCE BEYOND STEP 7 OF THE SCHEDULE FOR THAT TITLE							